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ABSTRACT

This report presents data from a longitudinal study of women in intercollegiate sports, highlighting: participation opportunities for female athletes and the status of women as head coaches, assistant coaches, administrators, sports information directors, and athletic trainers. The average number of teams for women offered per school is at an all-time high of 8.14 (in 1978, following implementation of Title IX, the number was 5.61). Soccer exhibits the greatest growth of any sport. The same five sports remain the most popular (basketball, volleyball, tennis, cross country, and softball). The representation of females as head coaches of women's teams is the lowest in history (45.6 percent). When Title IX was enacted in 1972, over 90 percent of women's teams were coached by women. Women hold 58.1 percent of the 7,751 paid assistant coaching jobs within women's NCAA intercollegiate athletic programs. A total of 17.8 percent of women's programs are directed by females, a decrease from 1998, and 23 percent of women's athletic programs have no females in the athletic administrative structure. A total of 856 institutions have full-time sports information directors (up from 1998), and 899 institutions have full-time head athletic trainers (also up from 1998). (SM)

Women in Intercollegiate Sport

A Longitudinal Study - Twenty Three Year Update

1977-2000

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Overview of Findings

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Participation Opportunities for Female Athletes

- The average number of teams offered per school is at an all time high of 8.14. In 1972 the number was a little over 2 per school and in 1978, the mandatory 'compliance' date for Title IX, the number was 5.61.
- In the one year period of 1999 to 2000, 205 new women's teams were added. More than half of the new teams were in Division III.
- All three divisions continue to show an increase in the number of sports offered to their female student athletes. Division I schools average 8.87, Division II average 6.62 and Division III average 8.45 teams per school.
- The same five sports continue to be the most popular: basketball, volleyball, tennis (tied with) cross country, and softball.
- Soccer exhibits the greatest growth of any sport in the last 23 years. It is now offered for women on 84 % of the campuses and in 1977 it was only found on 2.8% of the campuses. Soccer has overtaken softball in 2000 in popularity.
- Lacrosse and golf have grown markedly in the past decade while gymnastics, a sport which is being dropped from some men's programs has also declined in the past decade among women's programs.

Status of Women as Head Coaches

- 45.6% of the coaches of women's teams are females, down from 47.4% in 1998. This is the lowest representation of females as head coaches of women's teams in history.
- When Title IX was enacted in 1972, more than 90% of women's teams were coached by women.
- In 2000, there were 7771 head coaching jobs of women's NCAA teams, an increase of 534 jobs from 1998 and an increase of 1191 jobs since 1996.
- Of the 534 new jobs in the last two years, women have been hired for only 107.
- 80% of the new coaching jobs in women's athletics since 1998 have been filled by males.
- The percentage of females among the coaching ranks of men's athletics remains under 2% as it has been for at least the last 3 decades.
- Of the five most popular sports in women's programs, softball is the most likely to have a female coach (65.4%) closely followed by basketball (63.3%). Volleyball, an historically women's sport has 59.6% female coaches.

*This project has been partially funded by Brooklyn College of the City University of New York and
The Project on Women and Social Change of Smith College*

Status of Women as Assistant Coaches

- Women hold 58.1% (4489 jobs) of the 7751 paid assistant coaching jobs within women's NCAA intercollegiate athletics programs.
- Women hold 53.2% of the unpaid assistant coaching positions within women's athletics.

Status of Women as Administrators

- 17.8% of women's programs are directed by a female. This figure represents a decrease from the 1998 figure of 19.4%.
- 23% of women's athletics programs have no female at all, anywhere in the athletic administrative structure.
- When Title IX was enacted in 1972, more than 90% of women's programs were directed by a female head administrator.
- Division III programs are the most likely to have a female head administrator (25.6%) while Division I programs are the least likely (8.5%).
- There are more female college presidents of Division IA schools than there are female athletic directors in Division IA programs.
- The average number of administrators in the average program is 3.05. Women hold 34% of all administrative jobs.
- Less than one female per program is found in Division II and Division III schools. Division I leads with 1.32 females per school but the overall average for all Divisions is just 1.04 females.
- The absolute number of female athletic directors has declined in all divisions in the past two years. The total of 171 female athletic directors in 2000 is 17 women fewer than in 1998 when female athletic directors totaled 188.
- In 2000, there are 2928 administrative jobs in the athletics programs of NCAA schools having women's athletics programs. That is an increase of 418 jobs from 1998. Women filled only 45 of the 418 new jobs.

Status of Women as Sports Information Directors

- 856 institutions have full time Sports Information Directors. In 1998, the number was 786.
- 9.5% of the full time Sports Information Directors are females. The highest percentage of female full time Sports Information Directors (11.9%) is found in Division III.

Status of Women as Athletic Trainers

- 899 institutions have full time head Athletic Trainers. In 1998 the number was 867.
- 25.5% of the full time head Athletic Trainers are females. The highest percentage of female head Athletic Trainers (34.5%) is found in Division III.

Background

The architecture of sports for females in the United States has changed considerably since the enactment of Title IX in 1972 which prohibited sex discrimination in educational programs which receive federal funds.

In 1971, the AIAW (Association for Intercollegiate Athletics for Women) became a model and a new voice in the structure of collegiate sports for women. Additionally, with the passage of Title IX, a massive growth in participation took place. In contrast to the massive growth in participation, leadership positions such as coach, athletics director, official, previously mostly held by females, became more frequently occupied by males, yet no concomitant increase in the representation of female leaders in men's athletics took place.

The 1970s and 1980s saw many changes including: (1) the demise of the AIAW when the NCAA took over women's athletics and (2) the effects of historic lawsuits and legislation concerning the application of Title IX's jurisdiction to collegial athletics.

In the 1990s additional lawsuits have provided more knowledge concerning Title IX including the fact that punitive and compensatory damages are available to the successful plaintiff in a case involving intentional violations of Title IX. Additionally, current cases in the courts are exploring the applicability of Title IX jurisdiction to the NCAA itself.

We believe all athletes should have the opportunity to participate in sports programs without regard to gender. Schools which cancel sports for females OR males, especially if for the purpose of altering the appearance of gender imbalance, violate the spirit of the law and demonstrate a lack administrative creativity, courage, sincerity and contravene good administrative decision making. There is great benefit in athletic participation. Those institutions which chose to move toward compliance early in Title IX's life or which are unafraid to review budgets for all teams, including high profile teams, have found ways to meet compliance guidelines without sacrificing men's teams. We applaud those administrators who seek creative, viable, all-inclusive and educationally sound solutions to the challenges of Title IX.

If you would like greater background on the topic of equity in sport or if you have questions about the data conveyed in this summary, please don't hesitate to call us.

Linda Carpenter, Ph.D., J.D. and R. Vivian Acosta, Ph.D.
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Participation

Number of Teams Per School

Year	Teams
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2000	8.14
1999	7.93
1998	7.71
1997	7.51
1996	7.53
1995	7.27
1994	7.22
1993	7.02
1992	7.09
1991	7.00
1990	7.24
1989	7.19
1988	7.31
1987	7.24
1986	7.15
1985	6.99
1984	6.90
1983	6.25
1982	6.59
1981	6.46
1980	6.48
1979	6.25
1978	5.61

● In 2000, the average number of women's teams per NCAA school was an all time high of 8.14.

● From 1999 to 2000, 205 new women's teams were added. More than half of the new teams are in Division III.

The opportunity for female athletes to participate in intercollegiate athletics has generally increased in the past twenty three years.

For example, in 1977/78, the academic year preceding the Title IX mandatory 'compliance' date, the number of varsity sports offered women was only 5.61 per school. A decade later, in 1988, the number had grown to 7.31 and another decade later, in 1998, the number had grown to 7.71. Now, at the turn of the century, the growth continues to an average of 8.14 varsity women's teams per campus.

The increase is perhaps a function of a number of factors including:

- *a long line of successful Title IX lawsuits dealing with participation,*
- *a generation of females who have grown up in a post-Title IX era.*
- *society's greater acceptance (and media time) of female athleticism.*
- *commitment of organizations/ individuals to encouraging colleges and secondary schools to provide full access to the benefits of athletics to both females and males.*

All three NCAA divisions demonstrate an increase in participation opportunities for their female students.

Division	2000	99	98	97	96	95	94	93	92	91
I	8.87	8.73	8.59	8.45	8.33	7.99	7.89	7.66	7.68	7.56
II	6.62	6.44	6.38	6.17	6.07	5.83	5.81	5.68	5.74	5.76
III	8.45	8.15	7.88	7.64	7.75	7.67	7.65	7.43	7.42	7.30

Participation

Percentage of Schools Which Offer Each Sport By Division

Sport	Division I					Division II					Division III				
	2000	1998	1996	1994	1992	2000	1998	1996	1994	1992	2000	1998	1996	1994	1992
Archery	0.9	0.2	0.5	1.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0
Badminton	0.4	0.0	0.0	0.0	0.0	0.6	0.0	0.0	0.0	0.7	0.4	0.4	0.8	1.7	1.7
Basketball	98.1	98.1	98.1	98.0	99.4	99.3	97.7	98.3	99.4	99.3	98.7	98.5	99.4	95.7	95.7
Bowling	3.8	1.9	0.0	0.0	1.0	0.0	0.6	0.5	0.6	0.0	0.0	0.4	0.8	0.4	0.4
Crew/Rowing	26.1	20.7	18.1	13.0	12.6	6.0	6.8	4.5	5.0	2.7	12.9	9.7	11.4	12.0	8.8
Cross Country	95.7	92.5	95.8	96.4	93.0	81.2	84.2	81.6	75.2	70.7	84.7	82.2	78.8	76.4	74.4
Fencing	7.1	8.5	7.0	6.8	11.1	1.3	0.6	0.6	1.0	0.7	5.7	6.3	5.5	5.2	7.6
Field Hockey	23.7	25.4	22.8	25.0	26.8	12.8	13.6	14.0	11.2	10.8	40.4	36.1	40.0	42.5	39.0
Golf	62.6	57.3	51.6	45.3	41.1	32.2	22.6	15.1	15.5	14.3	32.9	25.7	23.1	17.6	15.5
Gymnastics	23.2	21.1	25.4	24.0	24.7	4.7	5.1	3.4	3.7	5.4	5.7	5.2	5.1	4.7	4.2
Ice Hockey	6.6	5.6	3.3	3.6	3.5	2.7	0.6	0.6	0.0	0.7	9.7	6.3	3.9	3.0	2.5
Lacrosse	21.3	20.7	18.6	12.0	14.1	12.8	8.5	7.3	5.0	4.1	39.0	33.5	32.6	29.6	24.8
Riding/Equestrian	1.9	2.3	0.9	1.0	0.5	1.3	2.3	2.2	1.9	0.0	7.5	4.5	4.7	6.4	5.5
Riflery	7.6	7.5	9.3	5.7	2.5	0.6	0.0	0.6	1.2	2.0	1.8	1.9	2.4	1.0	2.1
Sailing	4.3	4.2	4.2	5.2	4.0	0.6	0.6	1.7	1.2	2.0	3.1	2.2	4.3	4.7	4.6
Skiing	5.2	3.8	5.1	4.2	4.0	2.7	3.4	3.4	3.1	5.4	5.3	5.2	5.1	6.9	7.1
Soccer	87.7	83.1	67.4	46.9	31.8	68.5	59.3	50.8	38.5	32.0	90.8	87.4	82.7	74.2	66.0
Softball	73.5	74.2	67.4	46.9	31.8	85.6	87.0	83.2	80.7	78.9	89.5	82.8	79.2	79.0	76.1
Squash	1.9	3.8	1.9	2.6	3.5	0.0	0.0	0.0	0.0	0.0	6.6	5.9	7.1	6.9	6.7
Swimming/Diving	61.1	54.9	56.3	58.3	61.6	24.8	23.2	24.0	23.6	26.5	63.6	53.2	58.0	57.9	57.6
Synch. Swimming	1.9	1.4	1.4	0.5	0.5	1.3	0.0	0.0	0.0	0.7	0.9	1.1	0.7	1.3	2.1
Tennis	94.8	95.3	95.8	92.7	92.9	76.5	79.1	77.1	74.5	70.7	88.6	87.7	88.6	86.7	89.1
Track	82.9	82.1	85.1	83.9	83.3	54.4	50.3	46.4	47.8	52.4	64.0	61.0	63.1	61.4	60.9
Volleyball	94.8	94.4	95.3	93.8	91.4	93.3	92.7	91.6	91.9	93.9	99.5	93.3	90.6	89.3	89.1

Participation

Percentage of Schools Which Offer Each Sport - By All Divisions

Sport	2000	99	98	97	96	95	94	93	92	91	90	89	88	87	86	85	84	83	82	81	80	79	78
Archery	0.3	0.2	0.2	0.2	0.5	0.6	0.5	0.5	0.5	0.3	0.8	0.8	1.1	1.2	0.8	0.8	1.2	1.6	1.8	2.2	2.8	3.3	3.0
Badminton	0.5	0.5	0.2	0.2	0.3	0.3	0.7	0.5	0.9	0.9	1.0	1.5	1.1	1.2	2.0	2.0	1.9	2.0	3.6	4.4	5.4	6.1	5.9
Basketball	99.6	98.0	98.2	98.3	98.3	97.5	97.8	97.8	97.2	97.1	96.2	96.2	97.0	97.2	97.1	96.8	95.5	93.8	97.3	95.9	97.5	96.4	90.4
Bowling	1.4	1.2	0.9	0.8	0.5	0.3	0.3	0.8	0.5	0.3	0.8	0.8	1.6	1.9	2.0	2.0	1.9	1.9	2.9	3.3	3.6	3.6	3.4
Crew/Rowing	15.6	14.6	12.4	11.2	11.7	10.4	10.4	10.4	5.6	8.6	10.5	10.4	11.1	10.9	8.4	8.1	6.9	7.0	7.4	7.7	7.2	6.9	6.9
Cross Count.	87.8	86.2	86.0	83.1	85.2	83.0	82.6	79.9	80.1	69.0	82.1	82.2	82.4	80.1	78.5	75.2	64.0	59.9	59.5	54.0	46.6	39.6	29.4
Fencing	5.1	5.1	5.5	5.2	4.6	4.3	4.6	4.8	7.0	7.2	7.4	7.4	9.2	9.5	8.8	9.1	8.0	8.0	10.4	9.8	9.6	9.5	9.8
Field Hockey	27.4	26.7	26.6	26.0	27.1	26.9	28.2	28.0	28.1	28.9	29.4	29.9	32.6	33.5	34.8	35.5	30.2	30.3	34.6	36.1	37.1	38.2	36.3
Golf	43.4	40.6	35.1	31.9	30.4	26.7	26.1	22.9	24.0	22.9	25.8	25.0	24.3	22.5	24.5	23.0	20.5	19.8	19.7	18.5	24.1	20.8	19.9
Gymnastics	11.7	11.9	10.3	10.1	11.2	11.1	10.8	10.9	11.5	11.3	15.5	16.0	16.8	17.5	20.6	20.4	18.6	20.0	22.1	23.0	25.6	28.2	25.9
Ice Hockey	6.8	5.8	4.6	3.6	2.8	2.6	2.4	2.2	2.4	2.7	2.6	2.6	3.0	3.2	2.5	2.7	2.8	2.4	2.9	2.9	1.8	1.5	1.3
Lacrosse	26.0	24.1	21.7	20.5	20.9	18.7	17.1	16.6	16.0	16.1	16.9	16.9	18.3	18.2	16.9	17.1	13.5	13.3	13.5	13.7	13.9	13.8	13.0
Ride/Equest	3.9	3.7	3.2	3.0	2.8	2.6	3.4	3.2	2.4	2.2	3.5	3.5	2.6	2.6	2.7	2.4	2.6	2.4	2.4	2.2	3.1	2.5	2.0
Riflery	3.6	3.6	3.2	3.2	4.2	4.0	2.6	2.2	2.2	2.4	2.6	3.2	2.6	3.2	4.2	4.2	2.8	2.7	1.8	1.9	3.4	3.3	3.8
Sailing	2.9	2.9	2.4	2.6	3.5	3.5	3.9	3.9	3.8	3.6	4.0	3.8	3.4	3.2	2.9	2.7	2.7	2.8	2.7	2.4	1.9	2.5	2.3
Skiing	4.6	4.6	4.2	4.1	4.6	4.9	4.9	5.2	5.7	5.6	5.3	5.3	5.8	5.8	6.7	6.6	5.9	5.0	5.7	5.4	5.2	4.6	3.6
Soccer	84.0	81.6	78.5	75.8	68.9	61.8	55.5	49.7	45.8	44.4	41.3	38.5	38.3	35.1	29.7	26.8	18.7	16.4	16.4	12.5	8.2	4.6	2.8
Softball	82.5	79.8	81.2	79.0	77.0	74.5	75.9	74.2	72.4	70.6	70.9	69.2	72.5	72.5	69.6	68.4	65.6	65.6	67.1	65.6	62.3	58.9	48.4
Squash	3.2	3.1	3.6	3.6	3.4	3.4	3.6	3.6	3.9	3.6	3.6	3.6	3.2	3.0	3.4	3.3	2.0	2.0	2.9	2.7	2.8	2.5	2.3
Swim/Dive	52.9	51.2	45.7	44.7	48.1	47.4	48.6	47.8	51.1	51.1	53.6	53.3	55.0	54.9	54.2	53.5	44.8	42.5	49.1	48.6	46.9	44.8	41.0
Synch. Swim	1.4	1.4	0.9	0.9	0.8	0.8	0.7	0.5	1.2	1.4	0.5	0.5	0.7	0.7	1.5	1.3	1.5	1.3	2.7	3.3	3.2	3.4	3.3
Tennis	87.8	84.7	88.0	86.6	87.8	86.4	85.3	82.9	85.8	85.0	88.8	88.8	88.9	90.3	88.5	87.0	82.5	82.6	85.5	85.4	88.6	86.5	80.0
Track	68.1	67.2	64.9	64.0	65.8	63.7	65.0	63.3	66.4	64.3	68.6	66.8	66.8	64.6	67.2	63.8	58.7	57.2	62.0	59.3	58.6	54.3	46.1
Volleyball	95.2	94.2	93.5	92.1	92.4	90.9	91.5	90.6	91.1	89.1	90.6	91.2	91.2	91.0	87.7	86.3	84.0	83.6	85.7	84.9	87.8	85.9	80.1

Participation

Eleven Most Popular Sports

Sport	All Divisions			Division I			Division II			Division III		
Rank	2000	98	96	2000	98	96	2000	98	96	2000	98	96
1. Basketball	98.6	98.2	98.3	98.1	98.1	98.1	99.3	97.7	98.3	98.7	98.5	99.4
2. Volleyball	95.2	93.5	92.4	94.8	94.4	95.3	93.3	92.7	91.6	99.5	93.3	90.6
3. Cross Country	87.8	86.0	85.2	95.7	92.5	95.8	81.2	84.2	81.6	84.7	82.2	78.8
3. Tennis	87.8	88.0	87.8	94.8	95.3	95.8	76.5	79.1	77.1	88.6	87.7	88.6
5. Soccer	84.0	78.5	68.9	87.7	83.1	67.4	68.5	59.3	50.8	90.8	87.4	82.7
6. Softball	82.5	81.2	77.0	73.5	74.2	67.4	85.6	87.0	83.2	89.5	82.8	79.2
7. Track/Field	68.4	64.9	65.8	82.9	82.1	85.1	54.4	50.3	46.4	64.0	61.0	63.1
8. Swim/Dive	52.9	45.7	48.1	61.1	54.9	56.3	24.8	23.2	24.0	63.6	53.2	58.0
9. Golf	43.4	35.1	30.4	62.6	57.3	51.6	32.2	22.6	15.1	32.9	25.7	23.1
10. Field Hock.	27.4	26.6	27.1	23.7	25.4	22.8	12.8	13.6	14.0	40.4	36.1	40.0
11. Lacrosse	26.0	21.7	20.9	21.3	20.7	18.6	12.8	8.5	7.3	39.0	33.5	32.6

- In 2000, soccer has overtaken softball in the rankings of popularity (number of schools offering sport).
- Lacrosse and golf have both been steadily increasing in popularity.
- Basketball maintains its position, held for at least 23 years, as the most frequently offered sport for women intercollegiate athletes.
- Soccer has grown the most in the 23 years of this study. In 1977, soccer was offered for women at 2.8% of NCAA schools. Today, in 2000 it is offered for women at 84.0% of NCAA schools (an increase of 3000%).

- Some colleges have chosen to cut men's teams in order to create the appearance of greater equity between men's and women's athletics programs. Title IX does not require nor does the Office for Civil Rights recommend cutting men's teams in order to alter the balance of participation opportunities for men and women.

It is the authors' strongly held belief that cutting men's teams for the purported excuse of equity is extremely disingenuous, administratively unsound, educationally irrational and demonstrative of a lack of commitment and/or creativity in finding ways to provide all student athletes, regardless of gender, with the benefits of an athletics experience.

The practice of cutting men's teams has led to several common possible misconceptions about the truth of the purported purpose (equity) being the cause of a decrease in the offering of certain men's sports, such as gymnastics. Women's gymnastics teams have also experienced a decline in the number of colleges offering them over the years. Indeed, the palette of sports offered for women has changed over the decades since Title IX was enacted. Reluctance to reduce budgets for high profile sports even in the face of research demonstrating lack of profit production, declining student interest and talents, lack of feeder systems, perceived risks of particular sports, expense of equipment, maximum roster size are all among the factors which, over the years, may all contribute to selecting a particular sport to cut.

Coaching

Percentage of Women Coaching Women's Teams

All Sports & All Divisions

Year	All Divisions	Division I	II	III
2000	45.6 %	46.0	39.4	48.4
1999	46.3	46.5	40.0	49.5
1998	47.4	46.2	41.7	50.7
1997	47.4	46.7	42.3	50.8
1996	47.7	47.5	41.9	51.3
1995	48.3	47.7	43.2	51.3
1994	49.4	46.9	45.4	53.6
1993	48.1	45.5	44.1	52.3
1992	48.3	46.6	42.3	52.6
1991	47.7	45.9	42.1	51.7
1990	47.3	44.2	44.0	51.8
1989	47.7			
1988	48.3	43.8	45.7	53.3
1987	48.8			
1986	50.6	45.5	46.8	57.2
1985	50.7			
1984	53.8	49.9	52.2	58.8
1983	56.2			
1982	52.4			
1981	54.6			
1980	54.2			
1979	56.1			
1978	58.2 %			
1972	90.0+			

- The percentage of female coaches for women's teams, 45.6%, is the lowest in history.

- The percentage of females among the coaching ranks of men's athletics remains under 2% as it has been for at least the last 3 decades.

In 1972, the year Title IX was enacted, more than 90% of women's teams were coached by females. By 1978, the year of mandatory Title IX 'compliance', the percentage had dropped to 58.25. Some of the large change in the early years from 1972 to 1978 was due to the massive increase in the number of teams offered for women (an increase from 2.1 in 1972 to 5.61 teams per school in 1978). However, today, more than two decades later, the declining representation of females among the coaching ranks of women's intercollegiate athletics and the lack of any increase of their representation as coaches of men's teams is due to other factors, some of which are market based and some of which are probably based on discrimination.

- The number of head coaching jobs in women's intercollegiate athletics has grown from 7247 in 1998 to 7771 in 2000, an increase of 524 jobs in the last two years. Indeed, there has been an increase of 1191 jobs in the last four years.
- Of the 524 new jobs in the last two years, women have been hired for only 107.
- 80% of the new coaching jobs in women's athletics since 1998 have been filled by males.

Coaching

Percentage of Female Coaches - By All Divisions

Sport	2000	99	98	97	96	95	94	93	92	91	90	89	88	87	86	85	84	83	82	81	80	79	78
Archery	50.0	0.0	0.0	0.0	66.6	50.0	33.3	33.3	33.3	50.0	80.0	80.0	66.6	71.4	60.0	80.0	77.7	83.3	58.3	60.0	76.5	75.0	83.4
Badminton	66.7	66.7	100.0	100.0	50.0	50.0	75.0	66.6	80.0	80.0	50.0	33.3	66.7	71.4	66.6	75.0	57.1	62.5	70.8	72.4	72.7	73.0	75.0
Basketball	63.3	65.4	64.6	65.2	64.3	63.9	64.6	62.8	63.5	60.7	59.9	60.0	58.5	59.9	61.0	62.7	64.9	66.6	71.2	73.7	76.5	77.7	79.4
Bowling	50.0	71.4	50.0	60.0	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	11.1	9.1	16.7	16.7	28.6	35.7	47.4	45.5	40.9	36.4	42.9
Crew/Rowing	30.4	32.6	35.4	36.5	38.1	39.7	52.5	49.2	44.0	46.0	39.1	34.9	27.0	21.0	22.0	29.1	23.5	26.9	26.6	29.4	18.2	19.1	11.9
Cross Count.	19.4	19.9	21.3	20.7	21.5	22.7	21.3	17.3	20.1	20.3	20.6	20.0	19.5	18.7	21.8	21.1	19.7	22.4	21.6	22.0	25.0	29.9	35.2
Fencing	23.3	20.0	27.8	23.5	33.3	35.7	25.9	28.6	31.7	35.7	28.9	28.9	30.8	33.3	32.7	35.2	37.2	40.7	34.7	35.4	37.3	46.6	51.7
Field Hockey	99.4	98.7	97.1	97.6	97.2	97.1	97.0	98.2	97.0	97.0	97.8	97.3	96.2	96.8	97.1	93.8	98.2	96.9	99.6	98.3	98.3	97.4	99.1
Golf	48.6	49.0	46.3	45.2	50.2	53.8	47.1	47.0	45.7	47.8	41.1	45.4	41.3	37.5	44.1	37.5	39.7	40.4	48.9	49.6	46.3	55.1	54.6
Gymnastics	55.1	55.7	47.1	45.2	41.1	41.7	41.3	45.3	52.2	53.0	57.5	59.8	53.7	55.6	55.7	55.4	59.1	60.1	67.3	68.7	66.6	68.0	69.7
Ice Hockey	47.5	52.9	36.6	50.0	44.4	47.1	35.7	38.5	21.4	18.0	12.5	0.0	0.0	0.0	46.7	37.5	9.5	11.1	21.1	26.4	18.2	11.1	37.5
Lacrosse	83.7	83.1	86.0	85.2	92.6	92.6	93.0	94.8	95.7	91.5	95.1	94.2	95.2	95.1	89.0	90.1	95.0	93.9	96.9	96.7	100.0	100.0	90.7
Ride/Equest	78.3	77.3	81.0	80.0	83.3	88.2	85.0	24.2	100.0	100.0	85.7	85.7	100.0	100.0	81.2	78.6	89.5	94.4	93.8	93.4	73.7	73.4	75.0
Riflery	23.8	19.0	14.3	14.3	14.8	15.4	6.6	7.7	7.7	7.1	12.5	8.3	13.3	5.6	16.0	12.0	4.8	0.0	0.0	7.7	19.0	10.0	17.4
Sailing	0.0	0.0	0.0	0.0	4.3	4.3	0.0	0.0	8.3	4.8	12.5	4.3	5.3	5.6	5.9	6.2	15.0	19.0	22.2	31.3	8.3	13.3	7.1
Skiing	1.1	14.8	7.1	3.7	13.3	12.9	13.7	9.7	21.2	18.2	21.9	18.8	18.2	15.2	48.6	7.7	13.8	13.5	15.8	16.7	25.0	25.0	22.7
Soccer	34.0	32.5	31.9	33.1	34.0	32.7	32.9	29.9	25.8	23.5	23.1	23.9	23.0	24.1	30.7	23.9	26.8	30.6	33.0	27.7	28.0	35.7	29.4
Softball	65.4	66.3	64.3	65.2	65.0	63.4	66.7	65.3	63.7	61.5	63.8	64.6	67.2	67.5	68.0	64.9	68.6	70.9	74.6	75.8	82.9	83.1	83.5
Squash	31.6	27.8	41.6	45.8	40.9	50.0	61.9	61.9	52.2	57.1	68.2	72.1	66.7	70.6	60.0	50.0	40.0	53.3	63.2	61.2	53.0	73.3	71.4
Swim/Dive	25.7	25.9	33.9	33.7	29.2	28.7	28.1	25.4	28.2	26.8	26.4	24.4	26.3	25.7	30.0	31.2	33.2	35.0	36.5	41.4	44.8	50.9	53.6
Synch. Swim	62.5	62.5	100.0	100.0	100.0	100.0	100.0	100.0	71.4	75.0	100.0	100.0	100.0	100.0	100.0	100.0	72.7	90.0	100.0	95.3	95.0	90.5	85.0
Tennis	36.7	39.8	41.2	40.9	42.5	43.4	48.2	49.4	48.0	47.1	49.8	52.2	52.2	54.9	54.8	56.9	59.7	61.5	65.3	66.1	68.9	71.6	72.9
Track	20.1	18.5	18.7	16.4	18.5	20.6	21.0	17.8	20.4	21.3	19.6	21.6	21.6	20.8	23.1	24.1	26.8	30.6	33.7	34.8	43.1	46.5	52.3
Volleyball	59.6	62.1	67.4	67.8	66.3	67.9	70.0	68.4	68.7	69.1	68.4	71.0	71.0	70.2	71.3	72.0	75.5	76.7	74.8	78.0	83.7	83.6	86.6

Coaching

Percentage of Female Head Coaches of Women's Teams By Division

Sport	Division I					Division II					Division III				
	2000	1998	1996	1994	1992	2000	1998	1996	1994	1992	2000	1998	1996	1994	1992
Archery	50.0	0.0	50.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	100.0	0.0	0.0
Badminton	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	50.0	100.0	100.0	50.0	75.0	100.0
Basketball	66.7	65.1	68.7	70.0	72.2	54.7	59.5	58.0	53.1	51.4	65.8	67.5	64.9	68.1	63.9
Bowling	50.0	50.0	0.0	0.0	100.0	54.7	100.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0
Crew/Rowing	32.7	40.1	41.0	64.0	44.0	33.3	33.3	12.5	37.5	50.0	25.0	30.8	41.3	46.4	42.0
Cross Country	20.3	22.8	23.8	17.3	19.4	17.4	15.4	14.4	23.1	17.3	19.7	24.0	24.3	24.2	22.6
Fencing	0.0	27.8	33.3	15.4	18.2	50.0	0.0	0.0	50.0	0.0	46.2	29.4	35.7	33.3	5.0
Field Hockey	98.0	98.1	98.0	97.9	98.1	100.0	95.8	100.0	94.4	93.8	100.0	96.9	96.1	97.0	96.0
Golf	64.4	59.8	67.6	60.9	60.9	20.8	25.5	40.7	32.0	23.8	38.7	34.8	22.0	26.8	24.3
Gymnastics	59.2	42.2	38.8	39.1	51.0	28.6	44.4	33.3	50.0	37.5	53.8	71.4	53.8	45.5	70.0
Ice Hockey	64.3	50.0	71.4	42.8	29.0	25.0	100.0	0.0	0.0	0.0	40.9	23.5	30.0	29.0	16.6
Lacrosse	88.9	90.1	95.0	100.0	96.4	68.4	80.0	92.3	87.5	100.0	84.3	84.5	91.6	91.3	94.9
Riding/Equestrian	75.0	80.0	100.0	50.0	100.0	100.0	75.0	100.0	100.0	0.0	76.5	83.3	75.0	86.6	100.0
Riflery	31.3	18.8	20.0	9.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sailing	0.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0
Skiing	9.1	0.0	9.0	0.0	12.5	0.0	0.0	0.0	0.0	37.5	16.7	14.3	23.0	25.0	17.6
Soccer	36.8	34.5	39.3	36.7	27.0	22.5	20.6	20.9	16.1	6.4	37.2	34.9	36.0	37.0	31.2
Softball	74.8	70.3	75.2	77.1	71.6	57.9	60.4	56.4	60.0	55.2	62.7	62.8	64.8	64.1	64.1
Squash	0.0	50.0	75.0	80.0	42.9	0.0	0.0	0.0	0.0	0.0	40.0	37.5	33.3	56.3	56.3
Swimming/Diving	14.0	23.9	21.5	23.3	21.3	37.8	40.0	27.9	31.6	23.1	33.1	40.6	36.4	31.9	35.8
Synch. Swimming	75.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	100.0	100.0	80.0
Tennis	38.5	44.3	40.8	45.5	44.0	28.9	30.5	30.4	41.7	38.5	39.1	45.0	51.3	54.5	56.1
Track	20.0	21.1	18.0	19.9	21.2	13.6	8.9	12.1	15.6	18.2	24.0	21.3	22.3	25.2	20.7
Volleyball	60.5	63.7	60.4	57.8	41.4	58.3	64.6	62.8	73.0	71.7	59.3	72.9	74.0	78.4	76.8

Assistant Coaching

Percentage of **PAID** Assistant Coaches of Women's Teams Who Are **FEMALES**

<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>II</u>	<u>III</u>
2000	58.1 %	59.1	56.1	57.6
1999	57.7	59.3	52.9	57.5
1998	59.8	62.0	54.5	59.3
1997				
1996	60.5	61.1	60.2	59.9
1995				
1994		62.1		
1993				
1992		59.8		

Absolute Number of **PAID** Assistant Coaches (M&F) in NCAA's Women's Programs

<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>II</u>	<u>III</u>	<u>From Prior Year</u> <u>All-Change</u>
2000	7751	3539	1316	2896	+290
1999	7461	3467	1243	2751	+694
1998	6767				
1997					
1996	5902				

Average Number of **PAID** Assistant Coaches (M&F) Per School

<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>II</u>	<u>III</u>
2000	8.2	11.2	5.1	7.5
1999	7.9	11.0	4.8	7.1
1998	7.2	10.5	4.4	6.4

Absolute Number of **PAID** Assistant Coaches (**FEMALE**) in NCAA's Women's Programs

<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>II</u>	<u>III</u>	<u>From Prior Year</u> <u>All-Change</u>
2000	4489	2098	734	1657	+74
1999	4297	2056	658	1583	+250
1998	4047				
1997					
1996	3573				

Average Number of **PAID** Assistant Coaches (**FEMALE**) Per School

<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>II</u>	<u>III</u>
2000	4.8	6.6	2.9	4.3
1999	4.6	6.5	2.5	4.1
1998	4.3	6.5	2.4	3.8

Percentage of **UNPAID** Assistant Coaches of Women's Teams Who Are Females

<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>II</u>	<u>III</u>
2000	53.2 %	56.7	51.7	49.8
1999	57.7	58.7	41.3	51.0

Administration

- *In 1972 more than 90% of women's programs were directed by a female head administrator. Today only 17.4% are directed by females*
- *No female anywhere, at any level, in the administrative structure of women's programs is the characteristic of 23% of the NCAA women's athletics programs. Thus no woman's voice is heard in the administration of almost one out of every four women's athletics program.*
- *Programs which lack any female leadership are most prevalent in Division II where 36.2% (more than 1 in 3) of the programs totally lack any female representation in their administrative structure.*
- *Although more than a fourth of the Division III women's programs are headed by women, the data for 2000 show a drop from 1998. In 2000 the percentage of females is 25.6 and in 1998 it was 29.4.*
- *The average number of administrators in the average program is 3.05 with Division I having the most (4.31 per school). Women hold 34% of the administrative jobs, all divisions combined.*
- *There are more female college presidents in Division IA programs than there are female athletic directors in Division IA programs.*
- *Less than one female per program is found in Division II and Division III schools. Division I leads with 1.32 females per school but the overall average for all Divisions is just 1.04.*
- *The number of athletic administrators on campus has grown steadily over the years as has the number of females within those administrations. However, the positions held by the females are more frequently support staff position rather than policy making positions.*
- *The absolute number of female athletic directors has declined in all divisions in the past two years. The total of 171 female athletic directors in 2000 is 17 women fewer than in 1998 when female athletic directors totaled 188.*
- *In 2000 there are 2928 administrative jobs in the athletics programs of NCAA schools having women's programs. That is an increase of 418 jobs from 1998. Women filled only 45 of the 418 new jobs.*

Administration

Percentage of FEMALE Head Athletic Directors of Women's Programs		
<u>Year</u>	<u>Percent Female Head</u>	<u>%Change +/-</u>
2000	17.8	-1.6
1998	19.4	+0.9
1996	18.5	-2.5
1994	21.0	+4.2
1992	16.8	+0.9
1990	15.9	-0.2
1988	16.1	+0.9
1986	15.2	-1.8
1984	17.0	-3.0
1982	Data not available	
1980	20.0	-70.0

1972	90.0+	

Percentage of FEMALE Head Athletics Directors of Women's Programs - By Division			
<u>Year</u>	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2000	8.5	17.4	25.6
1998	9.9	18.6	29.4

Percentage of MALE Head Athletics Directors of Women's Programs - By Division				
<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2000	82.2	92.5	82.6	74.4
1998	80.6	90.1	81.4	70.6
1996	81.4	91.2	83.2	71.8
1994	79.0	90.6	83.8	66.1
1992	83.2	91.4	85.0	75.2
1990	84.1	93.0	84.8	75.2
1988	84.0	91.6	85.4	77.1
1986	84.8	90.7	84.8	79.6
1984	83.0	90.0	84.1	78.8

Percentage of Women's Program Totally Lacking Any Female Administrator of Any Rank				
<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2000	23.0	13.3	36.2	22.4
1998	20.8	6.6	33.3	23.8
1996	23.9	7.4	38.5	27.5
1994	24.4	9.9	44.7	21.5
1992	27.8	14.6	38.8	31.9
1990	30.3	21.8	39.9	32.8
1988	32.5	25.6	33.3	37.9
1986	31.9	23.4	34.1	38.3
1984	31.6	21.4	36.9	36.9

Administration

Gender Representation in Administrative Structures of Women's Programs

<u>Year</u>	<u># of Jobs</u>	<u># Held: Women</u>	<u>Change</u>	<u>Number of Jobs Increased (M&F)</u>
2000	2928	998	+45	+418
1998	2510	953	+90	+77
1996	2433	863	+19	-100
1994	2533	844	+140	+247
1992	2286	704	+704	+412
1990	1874	600	+47	+47
1988	1827	528	+214	+214
1986	1613			

Number of Female Head Athletic Directors

<u>Year</u>	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2000	27	45	99
1998	30	48	110

Four Most Common Administrative Structures

- 18.9%: 3 administrators (Male AD, one female and one male asst./assoc. ADs)
- 17.0%: 2 administrators (Male AD, one female asst./assoc AD)
- 9.9%: 1 administrator (Male AD)
- 6.8%: 2 administrators (Male AD, one male asst./assoc. AD)

Average Number of FEMALES in Athletic Administrative Structures Per School

<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2000	1.04	1.32	0.77	0.94
1998	1.01	1.35	0.79	0.89
1996	0.99	1.36	0.70	0.86
1994	0.96	0.83	0.76	0.67
1992	0.83	1.10	0.60	0.74
1990	0.76	0.89	0.64	0.71
1988	0.67	0.75	0.54	0.67

Average Number of Athletic Administrators (M&F) Per School, By Division

<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2000	3.05	4.31	2.34	2.35
1998	2.67	3.93	2.24	2.02
1996	2.78	4.11	2.18	2.07
1994	2.87	4.38	2.09	2.11
1992	2.70	4.08	2.12	1.90
1990	2.35	3.06	2.05	1.83
1988	2.32	2.77	2.02	2.10

- Although there are 418 new jobs in the athletics administrative structures from 1998 to 2000, only 45 (10.8%) of those new positions was filled by a female.
- When the head administrator is a female, there is more likelihood of the female representation among the coaching ranks to be higher. Male AD = 44.4% (48.2 in 1998) female coaches; Female AD = 51.4% (53.6 in 1998) female coaches.

Sports Information

Athletic Training

Percentage of Schools Having a
Full Time Sports Information Director

<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2000	89.5	98.6	94.6	77.6
1998	83.6	100.0	84.7	69.9
1996	82.7	99.1	86.0	66.6
1994	78.3	100.0	79.5	59.7

Percentage of Schools Having a
Full Time Head Athletic Trainer

<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2000	93.9	96.7	97.3	89.0
1998	92.3	99.5	95.5	84.4

Percentage of FEMALE Full Time Sports
Information Directors

	<u>2000</u>	<u>1998</u>	<u>1996</u>	<u>1994</u>
All Divisions	9.5%	14.2	11.9	13.1
Division I	9.6	13.1	12.2	11.5
Division II	6.4	12.7	7.1	10.2
Division III	11.9	16.5	15.9	18.0

Percentage of FEMALE Full Time
Athletic Trainers

	<u>2000</u>	<u>1998</u>
All Divisions	25.5	28.6
Division I	17.6	18.9
Division II	24.1	27.2
Division III	34.5	38.8